# "A Study of the gap between Expectations from Corporate Industry and Deliverables from Educational Institutions to enhance Employability among students in Maharashtra"

SYNOPSIS SUBMITTED TO

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## Introduction:

Today, the term Employability has become a very essential not only a part of our educational system but in Corporate Industry too. Also, it plays vital role in the development of Nation. It is very difficult to visualize the business and growth of any nation without the skilled human resources in any filed like private sector, government bodies, defense & agriculture etc. Even Government of India is also contributing significantly to the overall target of skilling up of people in India, mainly by running initiatives in skill development programmes. In addition to this, many universities, private bodies like NGO are also working hard on increasing the employability of their students and target class through imparting knowledge and understanding to developing skills and attributes which are required by Industries.

In present scenario, employers are demanding skills from graduates which are outside the subject area of study in Higher Education in addition to their core study. Indeed, some employers have placed less importance on graduates' actual degree discipline in favor of the more generic skills which they have acquired.

Employers generally see a graduate's achievements related to the subject discipline as necessary but not sufficient for them to be recruited. Achievements outside the boundaries of the discipline extracurricular activities such as soft skills, volunteering and involvement in sports, culture and societies are seen as having equal importance in this context as the knowledge and experience acquired through academic study.

Basically, Employability is not just about getting a job; it is about a broader set of skills and attributes that will enable a graduate to be successful throughout their working life.

## So, why does this matter to students, as a current or future aspirant in higher education?

***REMAINING COMPETITIVE***

Studying at educational institutes or university can give students an advantage in his or her future career. For a start, s /he'll be able to apply to jobs which specify the grade students achieved may be relevant to some employers and the subject students studied. However, even if students have a first-class degree and relevant subject knowledge for the career/ job student wants, he or she will most likely be competing against others who have the same or similar academic qualifications. Hence that student will be eligible for the present job. However, the unique mix of soft skills, abilities and personal qualities

that students have, that will make them stand out from the crowd. Therefore, it's employability.

***ENHANCING YOUR EDUCATION***

Learning through a variety of different methods (eg through your academic studies, through real work experience like live projects, field education, in plant training and through volunteering) gives students a well-rounded education.

***ENGAGING IN THE STUDENT EXPERIENCE***

If we make an effort to participate students and engage them in academic studies, extra-curricular and co-curricular activities, volunteering and work experience will be definitely make a change in their Employability.

Hence, Employability is not something that can be easily ignored. Thinking about employability from an early stage is likely to increase the chance that students will be successful in their chosen career.

# Nature of Problem:

At present, India is the youngest Country in the entire world as we have the largest youth population in the world. Almost a third of Indians are between 15 and 29 years old with 64% of its population in the working age group. By 2020, the average age of the country will be 29. India has also made significant progress in ensuring access to education through its Sarva Shiksha Abhiyan (Education for All) programme and the implementation of the landmark Right of Children to Free and Compulsory Education (RTE) Act. Also National Skill Development Corporation was set up as part of a national skill development mission to fulfill the growing need in India for skilled manpower across sectors and narrow the existing gap between the demand and supply of skills.

Despite these achievements, challenges remain in moving beyond access, to a focus on learning and ensuring the Expectations from Corporate industry and Deliverable from Educational institutions to enhance Employability among students. Furthermore, to capitalise on India's remarkable demographic dividend by increasing the employability, the country must not just provide the opportunity to learn to youth of the country but should improve the quality of its education and but also provide learning opportunities in terms of enhancing their employability.

As per India Skills report 2019, This year, India Skills Report which is a joint initiative of Wheebox, a Global Talent Assessment Company, PeopleStrong, a leading HR Tech Company and Confederation of Indian Industry (CII) and supported and backed by renowned partners like United Nations Development Programme (UNDP), All India Council for Technical Education (AICTE) and Association of Indian Universities (AIU), stated that Employability continues to rise thus reaching a new high of 47% this year - An incremental change of almost 2-3 percentage points since last year and a huge change of over 15% points in the past 5 years.

While in 2014, the percentage of employable population was a paltry 33% and thus this year reaching to 47%. Engineers continue to be the most employable whereas MBA courses lose its shine. As per this year's data 57% of the final year engineering graduates are employable, which is an increase of about 5% points since last year which was 52%.

The insights and trends are captured from the largest employability test that was spread out to 5200 Universities and Professional Institutions in India thus reaching out to more than 3 lakh students across 29 states and 7 Union Territories in India. This year, Andhra Pradesh tops the state with highest in employability followed by Rajasthan and Haryana which has made an entry for the first time to the top 10 states; Madhya Pradesh, Gujarat and Punjab moved out of the last year's list.

***Whereas our state Maharashtra is on 9th number, so there is tremendous work in terms of enhancing the employability of Maharashtian students to become most employable & ultimately as a state to come on top among all states of India.***

## Scope of Problem:

At present, being in Maharashtra state, the present study will cover the educational institutes & Universities from the Maharashtra Only. The data will be collected from the students from selected educational institutions from all universities in Maharashtra. The study includes the present machineries available to improve employability, furthermore policies, implementation strategies and if any gap between existing policies and their proper execution at micro level, will be studied and if require will be contacted to government officials for further work of research.

# Research Methodology:

Under this study, academic contributions from the Experts from Educational institutes, Students and on other hand, secondary data concerning the results of expectations upon the actual experiences in Corporate Industries will be collected and will be used in this research. In addition to this, data available with various government bodies in this regards and departments working already on the subjected topics will also be collected.

Research methodology is a way to systematically solve the research problem. It may be understood as science of studying how research is done scientifically. In this chapter the researchers explained the methodology adopted in carrying out and completion of the research. The researcher will use the empirical method for study.

**Primary Data:**

The primary data are those which are collected afresh and for the first time and thus happen to be original in character. The primary data for the study will be collected from the Various Corporate Organisation, Educational Institutions, and Experts from both from each University of Maharashtra and it will be collected by interviews & questionnaire. The number of respondents will be 100 students from each University and it will be selected randomly.

**Secondary Data:**

The secondary data are those which have already been collected by someone else and which have already been passed through the statistical process. The secondary data for the study will be from journals, newspapers, and thesis and from various books and magazines.

**Statistical tools:**

Statistical tools are used for analyze the data. The statistical tools for the study will be Correlation, Regression etc.

# Objective of the Study:

Following Are the Objectives of the study.

1) To study the Employability skills among students of Maharashtra State
2) To study the present syllabus of universities in Maharashtra state
3) To study the expectations, need and requirements of Corporate
4) To study the soft skills required to students of Maharashtra state to become more employable

5) To study and understand the initiatives and policies of government for skill development activities in Maharashtra
6) To analyze the demand of Corporate Industry and compare them with the supply from educational institutions
7) To suggest the policies and remedies for enhancing the employability among students in Maharashtra.

## Limitation of the study:

Limitation of the study means the potential weakness of study. Following are the limitations of the study.

1) Periodical Limitations: The periodical scope of this research will be for 3 years i.e. 2019 to 2012

2) Geographical Limitations: The geographical scope of the study will be the educational Institutes (Colleges & Universities) in Maharashtra

3) Operational Limitations: The study is based on samples hence; limitations of sampling are also applicable.

4) Financial Limitations: The study also has some financial limitation.

## Hypothesis of the Study:

Hypothesis is a tentative explanation that accounts for a set of facts and can be tested by further investigation. A hypothesis is an educated prediction that can be tested. The hypothesis for the study is as follows.

1) With compare to other states which are beyond Maharashtra state, students of Maharashtra are most eligible but are having low employability.
2) To enhance the employability of Students of Maharashtra, along with the Corporate Sectors, Government bodies, Educational Institutions need to work more to provide practical exposure to students of what they learn theoretically.
3) Students of Maharashtra have less attention / focus on improvement on other parameters of being employed like Soft Skills, Basic Concepts, technical knowledge etc.
4) Educational Institutions have less attention / focus on preparation of the syllabus considering the need of corporate industry.

# Sample Design:

Sampling is the act, process, or technique of selecting a suitable sample, or a representative part of a population for the purpose of determining parameters or characteristics of the whole population. The sample size will be 100 students from Commerce & Management, Engineering, Science & Pharmacy stream from each university of Maharashtra.

**Approximate Strength of Students in Universities in Maharashtra**

| Sr. No. | Name of University | Strength of Students (Approx) |
|---|---|---|
| 1 | Swami Ramanand Teerth Marathwada University, Nanded | 88,008 |
| 2 | Dr. Babasaheb Ambedkar Marathwada University, Aurangabad | 4,44,336 |
| 3 | Gondwana University, Gadchiroli | 50,000 |
| 4 | Kavayitri Bahinabai Chaudhari North Maharashtra University, Jalgaon | 125,444 |
| 5 | Mumbai University, Mumbai | 549,432 |
| 6 | Punyashlok Ahilyadevi Holkar Solapur University, Solapur | 60,000 |
| 7 | Sant Gadge Baba Amravati University, Amravati | 90,000 |
| 8 | Savitribai Phule Pune University | 496,531 |
| 9 | Shivaji University, Kolhapur | 250,000 |
| 10 | Rashtrasant Tukadoji Maharaj Nagpur University, Nagpur | 90,000 |
| | **TOTAL** | **1,799,415** |

* Source - Internet - (Wikipedia, University websites, published Reports)

# Chapter Plan:

The study will go through by following chapter.
1) Introduction
2) Review of literature.
3) Research Methodology
4) Data Collection and Interpretation
5) Conclusion, Findings and Suggestion.

## References:


- ✓ Various Articles on Employability
- ✓ Information available on the website of “National Skill Development Corporation”
- ✓ India Skill report:2019
- ✓ www.wikkipedia.com
- ✓ Details available on Internet



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